

Commissioned Personnel Center CYBERFLASH



February 04, 2011

Director's Message

Influencing Others - Leaders possess the ability to persuade and motivate others to achieve a desired outcome. They persuade by communicating, directing, coaching, and delegating, as the situation requires. Successful leaders understand the importance and relevance of professional relationships; develop networks; gain cooperation and commitment from others; build consensus; empower others by sharing power and responsibility; and establish and maintain rapport with key players.

This will be the last CyberFlash covering influencing others. As stated in a prior CyberFlash, there are three different research-based influence tactics - Head, Heart and Hand ([Center for Creative Leadership](#)). I have covered the first two tactics. This message will cover the last tactic - Hand. This approach is a cooperative appeal based on collaboration, consultation, and alliances. The collaboration tactic removes the barriers to success by providing the necessary resources needed to accomplish the task. If you ask for suggestions on how to improve a tentative proposal in order to create a win-win outcome for all parties involved, you are using the consultation tactic. Alliance develops strategic coalitions by networking with key stakeholders who will help you in developing your influence strategy. It does not matter which tactic is used, "Head - Heart - Hand", successful influence requires: a reputation of trust; good communication and relationship skills; a focus on creating a "win-win" scenario; identifying your stakeholder's needs; practice and feedback.

A handwritten signature in dark ink, appearing to read "Raymond C. Slagle".

CAPT Raymond C. Slagle, NOAA
Director, Commissioned Personnel Center

Announcements:

Officer Personnel Management Division-Important Announcement

Due to upcoming Board schedules and staffing shortages, effective February 14, 2011, please route all personnel actions to [Mr. Raymond](#) and LTJG [Brian Prestcott](#). All other OPMD staff will be working solely on OPF review. Thank you for your cooperation.

Active Duty Dental Plan Now in Effect

Beginning **01 Jan 2011**, NOAA Corps' dental care is provided under the Active Duty Dental Program (ADDP). The ADDP is administered by United Concordia Companies, Inc. (UCCI) for the TRICARE Management Activity.

Active duty NOAA Corps Officers qualify as “Remote ADDP.” This means that you are permitted to seek care in the private sector from any United Concordia network dentist; however, you are still eligible to receive care from a military dental treatment facility, if space is available. You should have received an ADDP identification card, and a brochure at the end of December. The brochure is also available on the [ADDP website](#). This site also includes other pertinent information, your covered benefits, finding a network dentist, how to make an appointment (including the difference between accessing routine vs. specialty care), and much more. If you have any additional questions contact CDR Hobson-Powell by phone 301-713-7718 or elizabeth.hobson-powell@noaa.gov

Assignments

The Officer Assignment Boards will convene every third Thursday of the month this year (barring the rare exceptions). Officers in an assignment with two years or less remaining without a forthcoming notice, should ensure your preferences are updated at the beginning of the month.

All officers are reminded to update their assignment preferences annually through the OPF online. Each officer is responsible for ensuring their preferences are up to date. It is most critical to update them within 18 months of your scheduled rotation date, that does not mean that you will not be looked at until you are within 18 months of PCS. As a rule, update your preferences once you have signed into your new duty station, and as often as you would like thereafter based on changes in the billet list or approved assignments. The Officer Assignment Branch downloads all the Officer preferences on a monthly basis and distributes to the Line Office Liaisons prior to any Assignment Boards to help aid in finding potential candidates for each of the billets. With that said, everyone is reminded that these are preferences not guarantees of assignment.

Federal Voting Assistance Program - Contest

For the first time ever, the Federal Voting Assistance Program is opening its biennial voting poster and slogan contests to all U.S. citizens worldwide using Challenge.gov to facilitate the process. The FVAP Slogan Contest Challenge asks for slogan ideas that inspire members of the military, their families and U.S. Citizens residing overseas to start or continue to participate in elections while away from home. The website for the contest is found at FVAP.gov or <http://challenge.gov/DoD/115-absentee-voting-slogan-contest>.

The FVAP Poster Contest seeks artwork illustrating what it means to be an American voter anywhere in the world. The FVAP Poster Contest details are located at FVAP.gov or <http://challenge.gov/DoD/116-absentee-voting-poster-contest>. The winner for each contest and a guest will receive a trip to our nation’s capital to participate in special events and tours. Runners-up will not only feel the satisfaction of knowing that their slogan or artwork is helping to improve voter awareness and participation, but will also receive a certificate of recognition from the Department for their contribution to this important endeavor.

There is no limit to the number of entries an individual may submit for either contest. All entries must be received by **April 8, 2011**. All submissions must include your full name, branch of service (if military), mailing address, daytime telephone number, fax number and e-mail address (if applicable). Defense Human Resource Activity personnel and their immediate family members are not eligible to participate in these contests.

National ACO Scholarships, Inc. – Call for Applications

The Executive Committee of National ACO Scholarships, Inc. has issued its annual call to high school seniors and college undergrads for applications for scholarship awards for the 2011/2012 academic year. The two-page application form is available on the “Resources” page of the NOAA Officer Family Association website (www.nofaweb.org), under the heading “National ACO Scholarships, Inc.” Application forms may also be obtained by contacting Secretary/Treasurer Captain Dave Peterson, NOAA (Ret), by phone (301-921-6357) or email (kmpdhp@comcast.net). Complete application packages should be sent to the corporation’s post office address (on the application form) and should be postmarked no later than Friday, April 15, 2011.

Information for Families with Students

Recently, CPC was notified that an officer’s child was having difficulty transferring High School courses credits from one state to another, in order to satisfy graduation requirements. The new [Interstate Compact on Educational Opportunity for Military Children](#) addresses the issues listed below, as well as compact enforcement, administration, finances, communications, data sharing and training.

- Transfer of Records
- Course Sequencing
- Graduation Requirements
- Exclusion from Extra-Curricular Activities
- Redundant or Missed Entrance/Exit Testing
- Kindergarten and First Grade Entrance Age Variations
- Power of Custodial Parents While Parents are Deployed

The goal of the Compact is to make the transition easier for the children of active duty families so that they are afforded the same opportunities for educational success as other children and are not penalized or delayed in achieving their educational goals.

To learn more about the compact here are three excellent resources:

[Council of State Governments](#), [American Association of School Administrators](#), [MIC3](#)

This Month in NOAA Corps History*:

The History of the Weather Service Forecast

February 19, 1946, was the 75th anniversary of the first regularly published weather forecast by the National Weather Service. The first forecasts, the publication of which began February 19, 1871, were called "probabilities" and were made three times daily for such elements and periods in advance as seemed warranted by the maps, and for eight geographical districts. In 1874 they

began to be made for eleven districts and for four elements -- state of weather, wind, pressure, and temperature... In 1890 the commerce, agriculture, and navigation interests of the country prevailed upon the Congress to set up a new organization under the Department of Agriculture, with a civilian scientific status and it is of historical interest ... comments of General Greely on the eve of the transfer out of military status on June 30, 1891: (From signal Office, General Orders No. 25).

"In parting from the civil employees the Chief Signal Officer feels assured that the new chief in another department will receive from them the same loyal, faithful, and efficient service they have rendered the Government while serving under his orders. The scientific staff have in view important additional duties looking to the extension of the Weather Service in the interests of agriculture and still further development of the science of meteorology. The Chief Signal Officer will follow with deep interest the development along scientific lines of weather forecasting and the application of meteorology to agriculture, on which grounds this liberal reorganization of the Weather Bureau was planned and carried out."

[Read More](#)

Upcoming Uniform and Awards Board Meetings

March 7

April 4

May 2

Approved Retirements/Resignations/Separations

The following officers have approved retirements, resignations, or separations. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see these officers!

LTJG Harold Emmons	31 March, 2011
LT Laurel Jennings	April 1, 2011
LT Katherine Peet	April 15, 2011
LT Natasha Davis	April 30,2011
LT Shawn Maddock	May 1, 2011
LT Jason Seifert	June 1, 2011
CDR Carl Groeneveld	June 1, 2011
LCDR James Illg	July 1, 2011
CAPT Michael Francisco	August 1, 2011
CAPT Michael Gallagher	August 1, 2011

On the Horizon

April 4-29, 2011 (Travel 03 & 30 April)	REFTRA- Kings Point, NY
---	-------------------------

Please see CPC website for additional information:

Assignments: <http://www.corpscpc.noaa.gov/careermgmt/assignments.html>

Evaluations: <http://www.corpscpc.noaa.gov/careermgmt/evaluation.html>

Training: <http://www.corpscpc.noaa.gov/careermgmt/training.html>

Uniforms & Awards: <http://www.corpscpc.noaa.gov/perservices/awards.html>

Wiki Fleet: <https://www.st.nmfs.noaa.gov/confluence/display/FleetWiki/Home>